

1 CENTER FOR DISABILITY ACCESS
2 Amanda Seabock, Esq., SBN 289900
3 Candice Clipner, Esq., SBN 215379
4 Claire Cylkowski, Esq., SBN 335352
5 Josie Zimmermann, Esq., SBN 324511
100 Pine St., Ste 1250
6 San Francisco, CA 94111
7 (858) 375-7385; (888) 422-5191 fax
8 Email: josiez@potterhandy.com

9
10 Attorneys for Plaintiff

11 CASTELLAN LAW GROUP, APC
12 Wayne C. Arnold, Esq., SBN 103194
13 1100 W. LaHabra Blvd.
14 LaHabra, CA 90631
15 Telephone: 626-662-0628
16 Cell: 714-271-5214
17 Email: warnold@castellanlaw.com

18 Attorney for Defendant

19 UNITED STATES DISTRICT COURT
20 NORTHERN DISTRICT OF CALIFORNIA

21 **Orlando Garcia,**

22 Case No. 3:22-cv-00167-MMC

23 Plaintiff,

24 v.
25 **CONSENT DECREE AND [PROPOSED]**
26 **ORDER**

27 **Thrifty Payless, Inc., a California**
28 **Corporation**

29 **Hon. Maxine M. Chesney**

30 Defendant.

31 **TO THE COURT, ALL INTERESTED PARTIES AND ATTORNEYS OF RECORD:**

32 1. Plaintiff, ORLANDO GARCIA, filed this action (known as Case No. 3:22-
33 cv-00167-MMC) against Defendant THRIFTY PAYLESS, INC., a California
34 Corporation, (hereinafter, "Defendant") seeking money damages and injunctive relief
35 for, *inter alia*, violations of the Americans with Disabilities Act of 1990 (the "ADA"),
36 Unruh Civil Rights Act and corresponding state law claims, as well as common law
37 claims, in the United States District Court for the Northern District of California on
38

1 January 11, 2022. (Dkt. No. 1). Defendant Thrifty Payless, Inc., a California
2 Corporation filed their Answer on July 20, 2022 (Dkt. No. 19).

3 2. Defendant and Plaintiff (collectively sometimes referred to herein as the
4 "Parties" or separately as a "Party") wish to settle the portion of the case relating to
5 issues of injunctive relief and hereby desire to enter into this Consent Decree. The
6 Parties hereby enter into this Consent Decree and Order for the purpose of resolving
7 certain specified aspects of the lawsuit without the need for protracted litigation, and
8 without the admission of any liability by either Party whatsoever, including but not
9 limited to liability as to the issues of damages and/or fees.

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JURISDICTION:

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3 Plaintiff asserts that the Court has jurisdiction of this matter for alleged
violations of the Americans with Disabilities Act of 1990, 42 U.S.C. 12101, et seq.,
pursuant to supplemental jurisdiction under California's Unruh Civil Rights Act, and 28
U.S.C. §1331, §1343(a)(3) and (a)(4) and §1391(b).

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4 In order to avoid the costs, expense, and uncertainty of protracted
litigation, the Parties agree to entry of this Order to resolve all claims regarding
injunctive relief raised in the above-entitled Action. Accordingly, the Parties agree to
the entry of the proposed Order related to this Consent Decree without trial or further
adjudication of the issues addressed herein.

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NO DISMISSAL OF ACTION REQUESTED:

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5 As noted herein, monetary issues are still at issue and accordingly the
Parties do not request that the Honorable Court dismiss the action at this time.

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WHENSOEVER, the Parties hereby agree and stipulate to the Court's entry of
this Consent Decree and Order, which provides as follows:

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1 **SETTLEMENT OF INJUNCTIVE RELIEF:**

2 6. This Order shall be a full, complete, and final disposition and settlement
3 of Plaintiff's claims against Defendant and any other parties for injunctive relief that
4 have arisen out of the acts and/or omissions alleged, or which could have been
5 alleged, in the subject Complaint.

6 7. The Parties agree and stipulate that the corrective work will be performed
7 in compliance with Exhibit "A" attached hereto.

8 8. Remedial Measures: The corrective work agreed upon by the Parties is
9 attached here to as Exhibit "A". Defendant agree to undertake all of the remedial work
10 set forth therein.

11 9. Timing of Injunctive Relief: Exhibit "A" also includes the estimated
12 timeframe for completing the work described therein. In the event that unforeseen
13 difficulties prevent Defendant from completing any of the agreed-upon injunctive relief
14 within the timeframes specified, Defendant or their counsel will notify Plaintiff's
15 counsel, in writing, within fifteen (15) days after discovering any such difficulties.
16 Defendant, or their counsel, will promptly notify Plaintiff's counsel when the corrective
17 work is complete, and in any case, will provide a status report on or before January
18 31, 2023.

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20 **ISSUES RELATED TO DAMAGES, ATTORNEYS FEES, LITIGATION
21 EXPENSES, AND COSTS REMAIN UNRESOLVED:**

22 10. The Parties have not reached an agreement regarding Plaintiff's claims
23 for damages, attorneys' fees, litigation expenses and costs in this Action (collectively,
24 the "Unresolved Issues"). These Unresolved Issues shall be the subject of further
25 negotiation, settlement, litigation, and/or motions to the Court. Should the Parties later
26 reach an agreement regarding the Unresolved Issues, the terms of that agreement
27 will be set forth in a separate settlement agreement. Nothing set forth herein shall be
28 deemed to in any way limit or effect a waiver of either Parties' past, present, or future

1 rights and/or remedies to recover damages, attorneys' fees, litigation expenses, or
2 costs in connection with each of their alleged losses, costs, damages, claims, and
3 causes of action as set forth in each of the operative pleadings or otherwise.

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5 **ENTIRE CONSENT ORDER:**

6 11. This Consent Decree and Order and Exhibit "A" to the Consent Decree,
7 which is incorporated herein by reference as if fully set forth in this document,
8 constitute the entire agreement between the signing Parties on all matters of injunctive
9 relief, and no other statement, promise, or agreement, either written or oral, made by
10 any of the Parties or agents of any of the Parties, that is not contained in this written
11 Consent Decree and Order, shall be enforceable regarding the matters of injunctive
12 relief specifically described herein.

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14 **TERM OF THE CONSENT DECREE AND ORDER:**

15 12. This Consent Decree and Order shall be in full force and effect for a
16 period of twenty-four (24) months after the date of entry of this Consent Decree and
17 Order, or until the injunctive relief contemplated by this Order is completed, whichever
18 occurs later. The Court shall retain jurisdiction of this action to enforce provisions of
19 this Order for twenty-four (24) months after the date of this Consent Decree, or until
20 the relief contemplated by this Order is completed, whichever occurs later.

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22 **SEVERABILITY:**

23 13. If any term of this Consent Decree and Order is determined by any court
24 to be unenforceable, all other terms of this Consent Decree and Order shall
25 nonetheless remain in full force and effect.

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27 **SIGNATORIES BIND PARTIES:**

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1 14. Signatories on the behalf of the Parties represent that they are authorized
2 to bind the Parties to this Consent Decree and Order. This Consent Decree and Order
3 may be signed in counterparts and a facsimile or e-mail signature shall have the same
4 force and effect as an original signature.

5 15. Electronic signatures may also bind the Parties and/or their
6 representative(s) as set forth in all applicable Local Rules. The undersigned counsel
7 for Plaintiff does hereby attest that all electronic signatures are affixed only with the
8 express written permission of the signatory.

10 | Respectfully Submitted,

12 | Dated: September 12, 2022

CENTER FOR DISABILITY ACCESS

By: /s/Josie Zimmermann
Josie Zimmermann, Esq.
Attorney for Plaintiff

17 | Dated: September 12, 2022

CASTELLAN LAW GROUP, APC

By: Wayne C. Arnold
Wayne C. Arnold, Esq.
Attorney for Defendant

IT IS SO ORDERED.

Dated: 9/28/22

Maxine M. Chesney
Honorable Maxine M. Chesney
United States District Judge

EXHIBIT “A” TO CONSENT DECREE

The following use of abbreviations shall be used herein:

ADAS: Americans with Disabilities Act Standards (as set forth in 28 CFR part 36, subpart D and as required thereby integrating the construction guidelines set forth in 36 CFR part 1191, Appendices B and D)

CBC: California Building Code (California Code of Regulations, Title 24-2)

As used in this Exhibit “A”, the term “Fully Compliant” shall indicate that the feature, fixture, space or improvement in question shall be designed and/or constructed and/or installed to meet all applicable requirement of:(i) ADAS and (ii) the currently enforceable and relevant provisions of the CBC.

As used in this Exhibit “A”, the term “Facility” shall refer to Rite Aid located at or about 2150 Roosevelt Avenue, Redwood City, California.

Any capitalized term(s) used herein, but not defined within this Exhibit “A,” shall have the same meaning ascribed to said term(s) in the Consent Decree.

Defendant shall undertake the following actions, alterations and modification to the Facility:

Defendant agree that the remedies and alterations set forth and agreed to herein relate to existing inaccessible conditions at the time of the filing of Plaintiff’s Complaint and further agree that they shall neither construct nor create an inaccessible condition that does not currently exist in undertaking any of the remedies and alterations agreed to herein.

On or before January 31, 2023, Defendant agree that they shall make the following modifications and alterations with respect to Facility:

SALES COUNTER

- a. Defendants shall provide accessible sales counters, where the top of that counter must be between 28 and 34 inches above the floor.

On or before January 31, 2023, Defendant agrees to provide notice to Plaintiff's counsel of completion of the above-referenced modifications and alterations with respect to Facility.